

# 2008-2009 PERFORMANCE PLAN – Portfolio Manager, Asset Allocation & Risk Mgmt. (R. Venner)

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## Quantitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
25%	Total Fund Performance	Excess return in basis points relative to Total Fund Performance Benchmark. {SJ1CA1 – CPERSTOT2}	-40 basis points = 0 0 basis points = 1.0 +20 basis points = 1.5
35%	Active Asset Allocation Return	Active asset allocation return above 0 as calculated by Wilshire. {(Program Policy Allocation – Program Actual Allocation)•(Program Policy Return – Total Return) / 100}	-40 basis points = 0 0 basis points = 1.0 +20 basis points = 1.5

## Qualitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
15%	Asset Allocation	Oversee the development and testing of models to recommend active weights across asset classes and sub-asset classes. Ensure that the models are run at least monthly, and that the results are either communicated to the Asset Allocation SIO or implemented via dedicated accounts as developmental funds, by 6/30/2009.	From Schedule
10%	Asset Allocation	Lead review of merits of an external global tactical asset allocation (GTAA) program. If Senior Staff approve, conduct selection of external GTAA managers by 3/31/2009.	From Schedule
15%	Leadership	<i>Human Resources staff is working with the Interim Chief Investment Officer to develop the qualitative leadership performance measures which will be presented for second reading.</i>	From Schedule
	Subtotal	Qualitative Measures	
100%	Total	Quantitative and Qualitative Measures	